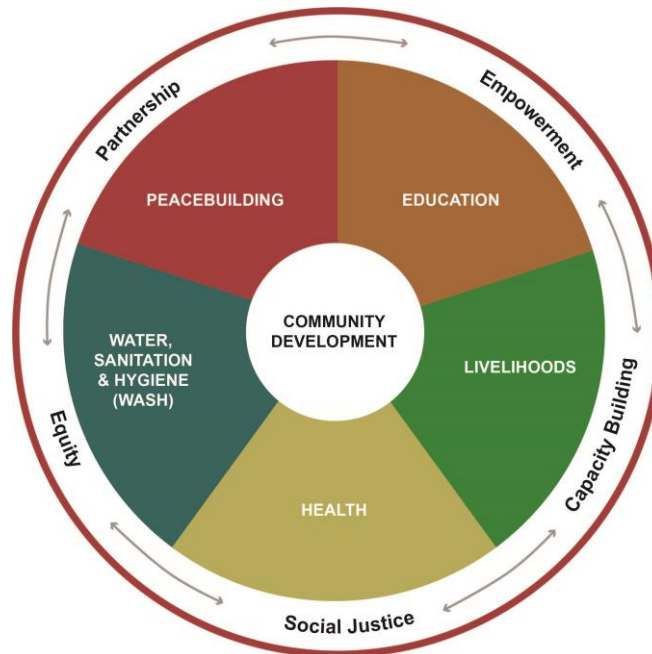


# Organisational Overview



GraceWorks Myanmar (GWM) is focussed on delivering lasting development support to local partner organisations and sustainability to local communities.

GWM intentionally works on community development focussing on five key domains: education, health, livelihoods, peacebuilding and water, sanitation and hygiene (WASH).



Community Development is a grassroots, bottom-up community initiative based on community leadership and action. It seeks to empower individuals and communities with the agency required to meet their basic human needs, analysing and planning together to improve their living conditions.

At the core of community development is a process of empowerment, central to people identifying and addressing the complex problems they face due to entrenched disadvantage—achieved through an educative process, in which people trapped in poverty and oppression are helped to become aware of the nature of the issues they face, and the steps they can take to overcome them.

The overall objective of community development is to empower individuals and communities to solve their own problems, primarily with resources they can access themselves, by developing new understanding and skills. It seeks to help communities and individuals find the agency required to take control of their own futures, identifying the assets and resources they have available (including via social capital networks), and using these to solve key problems and issues which challenge them.

Community development helps build capacity and partners with communities for long-term value, to enable personal empowerment and community driven development.

Projects are delivered via one of three approaches – with GWM as the implementing partner (i.e. major stakeholder), as a collaborating partner, or solely as a donor.

Each approach is underpinned by our development philosophy: that sustainability demands local ownership.

GWM conduct a risk management plan and environmental scan for its projects considering its impact on all aspects of community development.

Whilst much of GWM's work is project based, we work toward broad goals and maximising potential synergies.

GWM has analysed its past performance and progress and defined our value proposition in order to understand the factors critical to a meaningful, long-term development contribution: GWM adds value to communities and individuals, and to the breadth of existing local and international NGOs, through differentiation as a lean, specialist, grassroots connector.

## **Mission**

Empowering sustainable development for improved quality of life and holistic wellbeing of Myanmar's people

## **Purpose**

Providing vital connections and promoting opportunities by building capacity and partnering for long-term value to enable personal empowerment and community-based development

## **Values**

GWM is an international development agency that respects, protects and promotes human rights for all, regardless of race, religion, ethnicity, indigeneity, disability, age, displacement, caste, gender, gender identity, sexuality, sexual orientation, poverty, class, or socio-economic status.

### ***Social Justice***

- People have inherent value and capacity. We work alongside people in Myanmar to support them in gaining the freedoms they need to achieve the quality of life they desire. Integrity is at the heart of everything we do as we seek to address injustices with positive, long-term development that contributes to breaking the cycle of poverty.

### ***Empowerment***

- People don't live in sectors. Only NGOs do. That's why we approach everything from a holistic perspective. We aim for sustainable outcomes that empower people through processes and results. We are more interested in enabling the good ideas of local people than simply delivering our own.

### ***Equity***

- We emphasise respect and inclusivity for all, regardless of gender, religion, ethnicity, age or background, and seek to address marginalisation and exclusion based on these factors. We are driven by compassion and cultural sensitivity. We invest in building understanding and challenging our own thinking so that we are part of long-term change rather than band-aid solutions.

### ***Partnership***

- Genuine two-way partnerships that emphasise self-sustainability are central to our contribution in Myanmar. We focus on grassroots partners and projects founded in mutual accountability and transparency.

### **Capacity building**

- We work to increase the capacity of our partners, rather than creating dependency on us. Success in the long-term will mean we've done ourselves out of a job. Participatory processes give us the opportunity for mutual learning. They make the journey as important as the destination so that we contribute to home-grown development capacity.

### **GWM's Development activities**

GWM is a non-denominational community development agency that does not engage in or support any evangelical activities.

GWM partners with local faith-based organisations on the basis that delivery is without evangelising or proselytizing or making participation conditional on conversion or adherence to a religious denomination.

GWM is not linked to any political party, although it may partner with advocacy organisations on the basis that their activities are not in support of a political party or candidate. As part of its compliance with the ACFID Code of Conduct, GWM has committed to ensure that funds and other resources designated for aid and development will be used only for those purposes.

### **GWM's Non-development activities**

GWM believes that development is about empowering people trapped in the poverty cycle, by improving their quality of life and holistic wellbeing through sustainable livelihood projects whereby they can become self-reliant.

Any activities outside of these objectives which may promote religious adherence will be considered a non-aid development activity and will be managed and accounted for separately.

GWM does not provide support for partisan political activities which are those that are associated with facilitating or supporting specific political individuals to gain power.

### **Our philosophy**

GWM believes that the intrinsic goal of development is to advance human dignity, freedom, social equity and self-determination. A lack of development is characterised by poverty, social exclusion, powerlessness, poor-health, and shortened life expectancy. 'Good' development outcomes are best achieved when communities have ownership of the goals and processes and where participation, transparency and accountability are emphasised.

Good development outcomes must also explicitly consider the importance of gender and diversity, as well as expand people's freedoms and experience of their inalienable human rights. Ensuring development outcomes are sustainable, therefore, requires any underlying factors contributing to underdevelopment be addressed, requiring partnership and local capacity building. Sustainable development also requires environmental concerns be given consideration.

GWM agrees with the UNDP definition of 'human development' (Human Development Report 1990, p.10) as being a process of enlarging people's choices, the most critical ones being to lead a long and healthy life, to be educated and to enjoy a decent standard of living. If these essential choices are not available, many other opportunities remain inaccessible.

It has been noted by Professor Mark Duffield (On the Edge of 'No Man's Land': Chronic Emergency in Myanmar, University of Bristol) that development agencies in Myanmar create space for programs by adhering strictly to the humanitarian principles of:

- Humanity - the centrality of saving human lives and alleviating suffering;
- Impartiality - implementation of action solely on the basis of need, without discrimination between or within affected populations;
- Neutrality - that humanitarian action must not favour any side in an armed conflict or other dispute; and,
- Independence - autonomy of humanitarian objectives from the political, economic, military or other objectives that any actor may hold.

GWM adopts these apolitical humanitarian principles in its development approach in Myanmar, through what may be termed 'humanitarian development'.

### **Our commitments**

GWM commits to the inclusion and representation of those who are vulnerable and those who are affected by the intersecting drivers of marginalisation and exclusion, including not restricted to race, religion, ethnicity, indigeneity, disability, age, displacement, caste, gender, gender identity, sexuality, sexual orientation, poverty, class and socio-economic status. We also aim to protect primary stakeholders from discrimination, violence, abuse, exploitation or neglect.

In all communication with the public, including project partners, stakeholders, media, other organisations and the broader community, GWM will act in an open, honest and transparent way, in line with its mission and values. We will disclose information that is timely, relevant and contains accurate information. This includes information about our organisation's legal status, governance; purpose; descriptions of significant programs; formal agreements with other organisations; financial records; research and reports.

We commit to providing stakeholders with an opportunity to provide input and feedback which includes compliments, suggestions and complaints and will respond to that feedback effectively and appropriately.

We commit to advancing the participation and contribution of primary stakeholders, in order to create a strong foundation for learning, ownership and sustainability. This will be achieved by continuously involving all primary stakeholders in the planning, design, implementation and monitoring and evaluation of projects and programs. As GWM is committed to strengthen the capacity of staff and volunteers, implementing partners and community facilitators are given the responsibility and skills required to actively involve and mobilise the local communities.

We commit to employing staff and volunteers as well as partnering with people and organisations who uphold our values, act professionally and ensure child safeguarding.

We commit to being mindful of our environmental footprint in Australia and when we travel to Myanmar and will proactively work on reducing our impact.